

# Job description

**Job title:** Senior Youth Worker

**Grade:** 11

**Job evaluation reference:** ES 619

**Job family:** Education and Youth

## Purpose and impact

To lead and develop youth work within a designated locality and its environment, in pursuit of the services' performance standards for youth work in Dorset by developing and implementing a youth work curriculum that meets the needs of young people and addresses service and county objectives and performance targets. To actively be involved in face to face youth work delivery – ideally this would be a minimum of 80% of the post and not less than 60% at any given time.

## Key responsibilities

1. Lead targeted youth work within a given locality
2. Liaise with multi-agency team to identify those young people who require early help and would benefit from a targeted youth work intervention
3. Establish and maintain relationships with young people, schools, partner organisations, and community groups. This relationship involves challenging attitudes and behaviour, in the context of delivering targeted youth work.
4. Performing and ensuring the discharge of administrative duties (including budget control, record keeping and health and safety)
5. Champion diversity with service users and colleagues
6. Responsible for the delivery of evidence based interventions. Maintain recording and evaluation tools required to measure impact and achievement of outcomes.
7. Develop and deliver a wide ranging curriculum to meet young people's needs, and address a range of risk issues including emotional wellbeing, offending and antisocial behaviour, exploitation, non-school attendance and risk of NEET
8. Lead group work interventions alongside non-specialist staff
9. Responsibility for promoting and safeguarding welfare of children and young people
10. Responsible for ensuring data quality and as such the integrity of management information through the proper use and safekeeping of data and record systems both  
manual and computerised
11. Supervision of the work of others

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.



**Supervision and management**

See context statement.

**Other factors**

The post holder is responsible for the safekeeping and proper use of equipment, to manage delegated budgets. The post holder will have a flexible working pattern to include evening and weekend working. The role involves inside and outside duties depending on the activities arranged, in accordance with service needs. Work is subject to changing priorities, circumstances or demand.

**Our values**

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. You will need to be able to demonstrate these values in action through the way you work, regardless of your role within the organisation. Information about our values can be found on our website.



# Person specification

Your application will be assessed based on your demonstration of how you fulfil the following criteria; you should include clear examples of how you meet these criteria within your application form and during the assessment process.

## Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment, interview and references (as specified below). We will require evidence of the qualifications, training or registrations listed below.

<b>Qualifications, training or registrations</b> Required by law or essential to the performance of the role or both	<b>Assessed through:</b>
1. Degree in youth work or equivalent	Application form
<b>Experience</b>	
2. Experience of youth work in a youth work setting	Application form
3. Proven experience of staff/supervision and management	Application form
<b>Knowledge</b>	
4. Knowledge of legislation relevant to the service user or group	Application form Interview Assessment
5. Knowledge of social policy relating to the service user group	Application form Interview Assessment
6. Knowledge of current practices and processes for managing the needs of the service user group	Application form Interview Assessment
7. Knowledge of budget management processes	Application form Interview Assessment
8. Thorough knowledge of child safeguarding requirements/procedures	Application form Interview Assessment
9. Knowledge of systems, policies and procedures relevant to the area of work as identified in the context statement	Application form Interview Assessment
10. Understanding the contribution of other agencies	Application form Interview Assessment
11. Understanding of joint working with other agencies	Application form Interview Assessment
12. Understanding of health and safety requirements	Application form Interview Assessment
<b>Skills and abilities</b>	
13. Anti-discriminatory practice	Interview Assessment
14. Excellent communication and listening skills	Interview Assessment
15. The ability to build good relationships and earn trust and respect	Interview Assessment



16. Initiative, enthusiasm and motivation	Interview Assessment
17. Tact and sensitivity	Interview Assessment
18. Patience and resilience	Interview Assessment
19. A non-judgemental attitude	Interview Assessment
20. Good organisation and planning skills	Interview Assessment
21. Good negotiating skills	Interview Assessment
<b>Our values</b>	
22. Respect	Interview Assessment
23. Together	Interview Assessment
24. Accountability	Interview Assessment
25. Openness	Interview Assessment
26. Curiosity	Interview Assessment
<b>Other</b>	
27. Driving licence and use of a car	Application form

## Desirable

Desirable criteria will be used in the event of multiple applicants meeting the minimum essential requirements and if applicable, will be assessed through a combination of your application form, assessment, interview and references (as specified below). If you meet the desirable criteria, we will require evidence of the qualifications, training or registrations listed below.

<b>Qualifications, training or registrations</b>	<b>Assessed through:</b>
28. Post qualification professional training or award	Application form
29. Management qualification	Application form
30. Commitment to continuing professional development	Application form
<b>Experience</b>	
31. Experience of youth work in a youth work setting	Application form
32. Experience of delivering group work or other structured interventions	Application form
<b>Knowledge</b>	
33. Understanding the needs of working in a rural community	Application form Interview Assessment
<b>Skills and abilities</b>	
34. An interest or skill in areas that may interest young people, such as sports or the arts	Interview Assessment



## Approval

Manager's job title:  
Date: January 2026

